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Assembly of the Academic Senate, Academic Council
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

June 28, 2004

**M.R.C. GREENWOOD
PROVOST AND SENIOR VICE PRESIDENT**

**Re: Proposed New Academic Personnel Policies 278, 279 and 210 and Revised Policy 133-0 –
Clinical Professor and Community Health Professors**

Dear M.R.C.:

At its June 23, 2004 meeting, the Academic Council considered the proposed new and revised policies covering clinical professors and community health professors.

The major focus of Council's discussion was on the new title "Community Health Professor" proposed for the non-compensated clinical professors. There was no support for this title because: 1) it does not convey sufficient status and could thus become a disincentive for physician participation in the volunteer program, which could have an impact on the ability of UC's health sciences schools to deliver their educational programs; and 2) it does not adequately express the relationship between the non-compensated clinical professors and UC. To address both of these concerns, the Academic Council suggested that consideration be given to the title "Affiliated Clinical Professor," and strongly recommended that the volunteer physicians be afforded the opportunity to offer their opinion on this or any other name change that is being considered for them. If an acceptable name cannot be found, an alternative approach might be to change the name of the salaried Clinical Professor series instead.

In addition to the above recommendations, there was unanimous agreement that University and public service, as well as research and creative work, should not be considered as *required* for advancement in the Clinical Professor series. Accordingly, the University Committee on Academic Personnel (UCAP) suggested that APM 278-10 be amended for both "c. University and public service" and "d. Research and creative work" to read that these activities "are desirable and encouraged to the extent required by campus guidelines." There was also strong support for retaining the requirement for extramural-refereed letters for appointments and promotion, and not allowing those to be optional.

With respect to the appointment and promotions criteria outlined in APM 279 for the Community Health Professor series, there was general agreement that these were vague and could lead to confusion, i.e., "If the individual has participated in professional organizations...Each School may establish other minimum standards (e.g., board certification)," and similarly, "The Chancellor in consultation with the clinical Schools and departments shall determine the review criteria for appointment, reappointments, and promotions." These criteria should be more clearly defined and articulated.

The Berkeley Division noted that the new APM 279 should also include Public Health practitioners and policy makers who, though not directly involved in clinical or patient care activities, volunteer various amounts of their time to the School giving guest lectures, arranging internships, mentoring students, and doing related work. The Division is of the view that qualified individuals in this group should be eligible for appointment to this series, and recommended that the language in the APM be amended to reflect this change.

Thank you for giving the Academic Council the opportunity to review and comment on these proposals.

Cordially,

A handwritten signature in cursive script that reads "Larry".

Lawrence Pitts, Chair
Academic Council

cc: Academic Council